



BENEFIT INFORMATION EXECUTIVE/MANAGEMENT EMPLOYEES

Applies to Employees Hired After October 1, 2009

In this leaflet, we are providing general information, which will be helpful to you in evaluating the City of Sunrise. If you have questions concerning a specific item, or interpretation, please feel free to contact the Human Resources Department at (954) 838-4522.

HISTORY

The City of Sunrise is located in western Broward County and is home to the state's second largest tourist attraction, Sawgrass Mills Mall, which draws over 25 million visitors a year. Sawgrass Mills offers approximately 2.7 million square feet of shopping, dining and entertainment. Also making its home in Sunrise is the 20,000+-seat BB&T Center, home of the NHL's Florida Panthers.

Sunrise has a diverse population of approximately 90,080 residents and offers a variety of attractive, well-maintained neighborhoods. The City is currently experiencing growth in office and commercial development. Many major corporations have relocated to the City.

Incorporated in 1961, the City of Sunrise has grown from a small suburban community known as Sunrise Golf Village, to Florida's 19th largest city out of 400+ municipalities.

Sunrise is a full service city. Through the Utilities Department, the City provides water and sewer services to approximately 200,000 people. The Utilities/Gas Division services a 30-square mile area. The Community Development Department oversees the City's current construction projects and future development. The Public Works Department maintains roadways, stormwater drainage systems, streetlights and rights-of-way. In addition, the City maintains its own Police and Fire-Rescue departments.

The City also provides a variety of recreational facilities, including swimming pools, a tennis club, a golf club, a performing arts center, an athletic club and numerous beautifully landscaped parks. Special trips, activities and athletic leagues are organized for children, adults and seniors through the Leisure Services Department.

In all, approximately 1,100 employees work to make Sunrise one of the best cities in Florida.

HOLIDAYS

All full-time regular employees receive fourteen paid holidays per year, including: New Year's Day, Martin Luther King Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day. Other holidays are an employee's birthday and four Floating Holidays, which may be observed on any regularly scheduled workday, and must be used during the fiscal year. Employees must have at least 26 weeks of city service to be eligible for Floating Holidays.

VACATIONS

The City provides full time Executive Management employees with nineteen (19) days of Annual Leave each year. To recognize length of service, employees begin earning an additional week of Annual Leave after completion of five (5) years of service (making 21 days of Annual Leave); another week after completing ten (10) years (making 26 days of Annual Leave); another week after completing seventeen (17) years of service (making 31 days of Annual Leave). Employees are eligible to use their Annual Leave as earned.

SICK LEAVE

Full time Executive Management employees accrue Sick Leave at the rate of one eight (8) hour day for each month of employment with the City, beginning on the first month of employment. As an incentive for non-use of Sick Leave, the City offers up to six (6) days of Sick Leave conversion to Annual Leave; and a bonus of up to three additional days of Annual Leave.

GROUP HEALTH & LIFE INSURANCE

The City pays one-hundred percent (100%) of the premium for the employee and two-thirds (2/3) of the cost of dependent coverage. Life insurance is paid by the City equivalent to \$50,000, accidental death or dismemberment insurance of \$50,000 and upon retirement, a retiree health insurance subsidy of \$350 monthly for life.

ADDITIONAL COMPENSATION

Additional compensation is provided in the amount of 5% of base salary. This supplement may be used to purchase City sponsored insurance benefits, including health, dental, catastrophic illness and intensive care (AFLAC), long term care, life, and accidental death or dismemberment insurances.

PENSION PLAN

The City provides a defined benefit pension plan for all full-time Executive Management employees. New employees currently contribute 8% of their salaries into the General Employee Plan. Employees become vested after six (6) years of service. The normal retirement age is 62 years of age with six years of creditable years of service, with early retirement at age 57 and six years of creditable years of service. Upon reaching normal retirement age, the normal retirement benefit is two and one-half percent (2.5%) of average final compensation for each year of creditable service, up to a maximum benefit of eighty percent (80%).

DEFERRED RETIREMENT OPTION PLAN (DROP)

The City offers a deferred retirement option plan (DROP) for up to seventy-two (72) months for eligible employees.

DEFERRED COMPENSATION

The City offers employees a 457 deferred compensation plan, which is an IRS-approved method for deferring income taxes on savings until retirement. This plan is for public employees only and deferred money is invested by the ICMA Retirement Corporation into investment funds that the employee chooses. There is a wide range of investment options offered, and investment choices can be changed at any time.

BEREAVEMENT LEAVE

An employee who suffers the death of an immediate family member shall be granted bereavement leave of three working days for in-state funerals and five working days for out-of-state funerals.

TUITION REIMBURSEMENT

For employees with at least two (2) years of service, the City offers tuition reimbursement for an educational program in a field related to their position. For a grade of A or B in a state undergraduate degree program course, the employee receives 100% reimbursement. For a grade of C, the employee receives 50% reimbursement. For a grade of A, B or C in a state advanced degree program course, the employee receives 100% reimbursement. In addition, employees will be reimbursed for books and laboratory and registration fees (up to a maximum of \$500 per semester or quarter). Requests are reviewed by the Personnel Director prior to approval.

ADDITIONAL BENEFITS

- Annual physical examination and EKG (up to a maximum of \$250)
- Eye care – The City will provide a reimbursement of \$250 every two years for eye care or eyeglasses.
- Longevity Pay Increase:
 - 10 years – 5% additional salary;
 - 15 years – 2.5% additional salary;
 - 20 years – 5% additional salary.

“The description of benefits for which an employee may be eligible have been generally summarized in this Information Sheet for your convenience; however, you must refer to the city ordinances, collective bargaining agreements and plan documents for their actual terms. These benefits may be affected by future changes in policy, collective bargaining agreement, city ordinance and/or legislative action. The City reserves the right to increase, modify, decrease or eliminate benefits at any time. No benefit is created or maintained simply based on this document, and its contents do not give rise to any contractual rights related to continuing employment or receipt of benefits between the City of Sunrise and its employees. The information contained herein supersedes any prior benefit sheet(s).”

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